



GROSSMONT COLLEGE
College Council
Thursday, August 22nd, 2019
3:00 p.m. – 5:00 p.m.

Griffin Gate

AGENDA

Purpose The College Council is the apex governance body which provides guidance and recommendations to the College President regarding institutional policies, planning, and processes in support of the college mission. It engages all college constituency groups (students, faculty, classified professionals and supervisors/administrators) and the governance system as a whole through the maintenance of clear governance practices and policies, coordination of committee work across functions, and a commitment to continuous improvement and consensus building. The constituent-based representatives of the council serve the college by maintaining a broad, college-wide, and student-centered view of the needs of the institution – both in the weighing of the input from its committees and in bringing forward items for consideration and discussion. In all matters within its purview, it will maintain a focus on the goal of equitable outcomes for all students as a key value informing decision making.

Leobardo RubioCONVENOR	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE	ADVISORY
<input checked="" type="checkbox"/> Marsha Gable	<input checked="" type="checkbox"/> Leobardo Rubio	<input checked="" type="checkbox"/> Mike Reese
	<input checked="" type="checkbox"/> Nhi Nguyen	<input checked="" type="checkbox"/> Bill McGreevy
	<input checked="" type="checkbox"/> Blanca Valdez	<input checked="" type="checkbox"/> Judd Curran
	<input type="checkbox"/> Benjamin Blevins	<input checked="" type="checkbox"/> Patty Sparks
		<input checked="" type="checkbox"/> Barbara Gallego

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Joel Castellaw	<input checked="" type="checkbox"/> Nadia Almaguer	<input checked="" type="checkbox"/> Javier Ayala
<input checked="" type="checkbox"/> Denise Schultmeyer	<input checked="" type="checkbox"/> Cindy Emerson	<input checked="" type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Julio Soto	<input checked="" type="checkbox"/> Michele Martens	<input checked="" type="checkbox"/> Lida Rafia-Aaron Starck (Proxy)
<input checked="" type="checkbox"/> Richard Unis	<input checked="" type="checkbox"/> Colleen Parsons	<input checked="" type="checkbox"/> Michael Copenhaver

RECORDER	GUESTS
<input checked="" type="checkbox"/> Graylin Clavell	<input checked="" type="checkbox"/> Catherine Webb
	<input checked="" type="checkbox"/> Loren Holmquist
	<input checked="" type="checkbox"/> President Abu-Ghazaleh
	<input checked="" type="checkbox"/> Nedra Brown
	<input checked="" type="checkbox"/> Vaunette Allen
	<input checked="" type="checkbox"/> Bryan Lam

ROUTINE BUSINESS (15 minutes)	
1. Public Comment (5 minutes)	Aaron Starck announced he will proxy for Lida Rafia for the Administrator’s Association and that Michael Copenhaver will be taking over as President of Administrator’s Association and taking over for Aaron Starck.
2. Welcome/Establish Quorum (50% + 1)	Quorum reached. Marsha Gable started the meeting with introductions.
3. Additions/Deletions to Agenda	Addition: A Student Equity Plan update will be given by Barbara Gallego and Michael Copenhaver
4. Approve Meeting Notes	May 23 rd meeting minutes were approved.
5. Review of Norms and Equity Beliefs (10 mins)	<p>Marsha Gable announced that Leo Rubio, the ASGC president, will be conducting a quick ice breaker with the draft of the Equity Beliefs. Leo had everyone get in groups of two and then have them discuss which one of the beliefs does the group feel strongly for.</p> <p>A few groups shared the following:</p> <p>Belief #4: Julio Soto and Nadia Almaguer felt that focusing and recognizing that systems produce inequitable outcomes and we will improve ours was the belief they were both excited for and to work on.</p> <p>Belief #1: Martha Clavelle and Cindy Emerson both believe that the opportunity to serve and impact our students’ lives, and to ensure that employees in her department are authentic and make good on serving the students well.</p> <p>Belief #6: Patty Sparks and Nhi Nguyen both believe that we all have the ability to continue to improve.</p> <p>Joel Castellaw asked that we make sure to follow the norms of getting out of the meeting on time.</p> <p>Javier Ayala had a suggestion to keep equity mindedness as a norm in the College Council.</p>
NEW BUSINESS	
6.	

COMMITTEE REPORTS (30 minutes)

1. Professional Development (Bill McGreevy)
2. Student Success & Equity (Mike Copenhaver)
3. Facilities (Loren Holmquist and Vaunette Allen)
4. Staffing (Mike Reese)

Professional Development Committee Update: Bill McGreevy gave an update on what the impressions were of Convocation and what could be done differently and/or improved on.

Bill also added the possibility of Teaching and Learning Center for faculty to meet in a space and cross training to other faculty as well as hone in and work on their specific craft. It would include understanding learning styles.

The Professional Development Committee also discussed the Equity Beliefs and Bill mentioned that a couple of constituency groups believe that the 4th belief statement ending it with “best we can” was a cop out and to change to the “best we know how”.

Student Success and Equity Committee: Michael Copenhaver announced that a draft of the [Student Equity Plan](#) was submitted back on June 30 and a copy of the plan is available on the website which was based off of Guided Pathways and our Strategic Goals. The goal is to take the plan to constituency groups to review and consider what support would be needed, what would need to be implemented, what would need to be addressed, and what is missing. Though this plan was submitted suggestions and new information can still be added. The final will be submitted at the end of September.

There is equity data on the Student Success and Equity website.

Facilities Committee: Loren discussed the 5-year master plan of the campus. The college is currently in need of a new 5-year master plan and are working with Gensler Architects to complete the Facilities Master Plan. The final draft has been presented to district and is now in the hands of the Facilities Committee. During the October 2nd Facilities Committee meeting will be to finalize their prioritization of the project list. It is then recommended to the College Council, and then to the President’s Cabinet. The proposed date for the Board is in November.

Staffing Committee: Mike Reese discussed what took place at the most recent Staffing Committee meeting which Marsha Gable chaired as proxy in his absence. Some items were tabled.

Catherine Webb touched on the timeline of Faculty Staffing Prioritization hiring process and position posting. Catherine stated that the prioritization list for faculty should be done by October/November time frame so that the positions would be ready to file and post in December.

Mike then discussed the Classified Staffing Prioritization Committee and stated that the ranking list will be discussed and voted on later in today’s meeting.

INFORMATION AND DISCUSSION (20 minutes)

5. President Nabil Abu-Ghazaleh

President Nabil Abu-Ghazaleh started with acknowledging how delighted he is at where we are currently.

President Abu-Ghazaleh acknowledged that the campus is over extended with our janitorial staff as it is and with a new performing arts building opening in November will only add to that need. The new facility also needs a technician capable in running the building. It is important to have hired the necessary staff to operate and clean the facility in time of the opening of the building. The total positions is 2 janitors and 1 technician for the facility to hire before opening in November.

President Abu-Ghazaleh also acknowledged that the enrollment numbers are dropping especially in International Students Program. He instructed the council that we be proactive. His response to these drops in enrollment, and the fact that the International Program is already over burden as it is, would be to hire an International Students Recruitment Director

Patty Sparks asked why the need for an international student's assistant director to which President Abu-Ghazaleh responded that there is a need for a professional to come in and assist in recruitment and have the capacity to study the specific areas and students that need extra support.

Nhi Nguyen, an international student and ASGC representative, reiterated that it is very expensive for international students to go to school in their home countries, and that the funds brought by international students helps support the school. Nhi supports this position and thinks it is a great idea.

Aaron Starck reiterated that the program needs support somehow to continue to function at a high level and improve upon the work being done.

Cindy Emerson asked what the projected numbers would be financially for this position to which President Abu-Ghazaleh estimated that the position would be roughly the cost of 15 students enrolled paying their fees. He also acknowledged that finances have not officially been structured yet.

Bill McGreevy added that the international students bring much more than just funding to campus. They bring different cultures and rich conversations to both the classroom and campus.

President Abu-Ghazaleh said that Grossmont can track that this investment is paying for itself.

Richard Unis mentioned that specific outreach to local families which might be preyed upon by high cost universities for enrollment with them would be a strong move in recruiting and showing those possible students that there are cheaper methods to achieve their education goals by attending Grossmont College.

6. Accreditation (Catherine Webb)	<p>Catherine Webb gave an update as to the locations for the open forums and the exit forum which will be in Health Science Second Floor Lobby (34-255). The times for the open forums will be at 10:00am on Tuesday, October 1st, 1:30pm on Wednesday, October 2nd, and 1pm on Thursday, October 3rd.</p> <p>The first two forums will be meet and greet and open discussions and the final exit forum will be brief where they will give some detail and then leave immediately after it.</p> <p>The power point for the accreditation with updated information on the location of the open forums will be emailed to the college council along with the meeting minutes.</p>
7. College Council Annual Retreat and with Committee Chairs (Marsha Gable)	<p>TABLED FOR NEXT MEETING</p>

FOR CONSENSUS (30 minutes)	
<p>8. Classified Staffing Prioritization (Mike Reese)</p> <p>9. Strategic Hires (Marsha Gable)</p>	<p>Mike Reese went through the classified prioritization list rankings. Mike would like to propose this to the College Council.</p> <p>Martha Clavelle reiterated to the Council that the CARE Specialist is categorically funded position and to keep that in mind. Martha asked the council to have a different process for categorically funded positions requests possibly if by acknowledging that they are in fact categorically funded hinders their value in the ranking process.</p> <p>Aaron Starck mentioned to the Council that the Network Specialist position could have a severe impact on staff and faculty that cannot receive their updated equipment due to not having the ability to take the supplies from storage, set them up, and program them.</p> <p>President Abu-Ghazaleh stated that the questions moving forward on these positions will revolve around budget and dollars available and the appropriateness of the position(s). He also acknowledged that the list of positions for Classified Prioritization comes out once a year as does the Faculty Prioritization List.</p> <p>Michael Copenhaver asked what data was used to create this list. Marsha Gable did not have the information on hand.</p> <p>Nadia Almaguer stated that she would have an issue voting on this list without proper identification on how this list was developed and the rankings were created. She asked for a brief explanation as to how these rankings were developed.</p> <p>Aaron Starck recommended that when this is brought back that the comments be consistent with what was either presented or said by the committee on these positions.</p> <p>Cindy Emerson said that it is very challenging to vote a yes without further information.</p> <p>Leo Rubio asked if we can go back to the Staffing Committee for more clarification on this list and to readdress this at the next College Council meeting.</p> <p>Joel Castellaw stated he was fine passing the list through, but suggested that if the entire list is not passed through, that the Council at least pass the emergency positions to President’s Cabinet at this time.</p> <p>Bill McGreevy explained that prioritization lists are based on need, not budget.</p> <p>Aaron Starck suggested that Catherine Webb come back to assist in planning better for hiring processes and timelines.</p> <p>The decision was made to move the entire list to the President’s Cabinet.</p> <p>Strategic Hire:</p> <ul style="list-style-type: none"> ▪ Director of Student Development: 14 voted for it.

FOLLOW-UP (10 minutes)		
Who	Item	Timeline

10. WORK AHEAD (10 minutes)

- **Governance Committee Member Training – August 30, 2019 from 9-10:30am in Griffin Gate**
- **Preparations for future meetings**

NEXT MEETING: September 26, 2019 (Griffin Gate)

Committees are to establish norms

In order to create valued outcomes, a commitment to participation, dialogue, and the pursuit of value in the form of useful output by all is necessary. It is acknowledged that there are power dynamics in a room. Work must be done to create the equitable and inclusive environment sought for effective and active participation. To do so, council/committee members will establish behavioral norms that include the following meeting rules of engagement, make use of meeting tools, and respect the roles of each member.

Rules of Engagement

In participatory government, a high level of collegiality, respect, and civility is expected. Those expectations include the following rules:

1. Free flow of conversation and raising hands when needed
2. Thumbs up/Thumbs down/Thumbs sideways to convey individual council members vote toward action items.
3. Parking lot for ideas and possible future action items.
4. Summarize talking points with similar language for constituency representatives to take back to their respected constituency, and taking the last 5 minutes of the meeting to do this.
5. Estimated times for each agenda item is up to the Convenor of the council
6. No rank in the room, but those that wish can use salutations
7. Please keep dialogue respectful
8. Reminder – body language
9. Once a semester have a social gathering
10. Starting and Ending the meeting on time
11. Respect each other
12. Repeating what was voted on after the vote
13. Education/background from other committees to make appropriate decisions
14. Use of technology/cell phones is only in an emergency, and to be mindful and professional of the meeting
15. Norms will be revisited once a semester for now